



Vision & Mission Statement

Our vision is to be a bold new expression of our Christian faith.

Our mission is to live and share this vision in Northwest Moncton.

Approved by: Transitional Governance Committee of Visions United: April 26, 2011

Approved by: Visions United Congregation: May 07, 2011

Approved by: Chignecto Presbytery: May 18, 2011

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1.0 OUR GREATER VISION

What if church was less about Sunday, and more about the other days of the week?

Church should not be someplace we go, but something we do. What if Church were a verb instead of a noun?

Then our congregation would need to become actively engaged in doing Church. We will start a parenting drop-in program, where anybody could come. We will provide programs for the children and engagement/support for the adults. We might call it a "parenting support hour", where we provide people who can facilitate discussion among the adults, and someone else facilitates activities for the children. Our congregation will help parents develop their skills and foster support for each other.

What if our Church was an opportunity to prove what we believe with our lives?

What if we understood how social relationships can offer opportunities for discussions of faith, provide inspiration for discovery?

Then our congregation would have a world issues forum that will engage us in active discussions about what is going on in the world around us. We will discuss different topics, where not only our opinions are solicited, but our actions are fostered. We will educate ourselves in world events and how those events impact us.

What if we looked through the seekers eyes, recognizing that that smallest step through our doors is an act of courage?

Then our congregation would have a welcome center that is open all the time. A place where there is always a fresh pot of coffee or tea, a place to come in out of the cold. Our doors will be open at all times. We will provide a place where youth could go and they wouldn't be shooed away for loitering. We wouldn't pressure people, but we will be there to respond if needed. We will have a list of agencies and numbers so we know who to call to help someone.

What if Church was about multiple doors that opened up into a new concept or different experience?

What if we made it so that whoever knocks on our doors might find a journey to call their own?

Then our congregation will offer a variety of ways in which we can encounter God. We will encourage our diversity, sharing our experiences, so that we enrich each other. We will celebrate our differences.

This is just the initial part of our vision; the part that sets the foundation upon which we build. We are looking for a Minister who could provide motivation to our congregation to get them engaged in these programs. We will need someone not called to run the programs, but able to provide guidance and oversight. We need a Minister who understands that secular need can lead to spiritual interaction. We need a minister who can help us understand what the United Church does in the real world, and how our congregation can help to make the world a better place. We need a Minister who would teach us how to be welcoming, someone who can show us how we can be a source of human contact to those who need it. We need a Minister who can help us explore our uniqueness, who can help foster in us an appreciation for our differences.

We need someone called to help us demonstrate to a sceptical world that our actions speak louder than our words. We need someone to lead us to a place where Sunday could be a day of rest and reflection of what we accomplished Monday to Saturday.





Once we have built our foundation, then we are ready to bring in additional staff to help us bring the rest of our vision into being:

- We will intentionally reach out to families, strengthening and supporting them so that they will thrive in our community. We will embrace our seniors who we see as an important part of the church. We value their wisdom in the ongoing work of our congregation.
- We will develop our faith and address our present and future spiritual needs through education, engaging in bible study, small discussion groups, and spirit-renewing retreats. This deepening of faith will strengthen our connection with God and each other
- We will have a leadership and music ministry team to support the different types and times of church activities. Team members will have different roles, duties and schedules, based on congregational/community needs.
- We will respect youth and young adults as equal partners in our congregation. We will have "learning exchanges" between the younger and older people in our congregation and community. Through these ongoing exchanges, we will build a multi-generational community.
- We will have a variety of programs, activities, types of music, and/or worship services at different times on different days. This will permit the busy multicultural people of the greater Moncton area to attend the activities that most interest them.

2.0 Our History

The development of Methodism in Stilesville began in 1830. William Chapman of Lutes Mountain began holding services in his own home. A Methodist circuit was formed and a church building was erected with William Wilson and Oliver Kelly leading the way. Two Johns, Renton and Kelly built the church for nothing. They worked long hours to complete the building which was furnished with rough plank seats. The beams and sills were hand hewn by Sam Baisley. The beautiful wainscoting was added later.

Services began in 1830 with circuit preaching conducting Sunday worship. In 1890 Stilesville became part of the Sunny Brae circuit. In 1954 Stilesville and Mountain View became a two point Pastoral Charge. In 1985, Stilesville became a single point charge. In 1999 a two point charge was formed with Zion United Church of McKee's Mills. This partnership was dissolved by Chignecto Presbytery in February, 2003.

The development of Humphrey Memorial from Sunday School and Mission Hall to a Methodist Church is linked to the founding of the community of Sunny Brae, which became part of the City of Moncton in 1955. Humphrey Memorial Church had its beginnings in a grove of pine trees. A Sunday School was organized and instructed under the guidance of Laura Elizabeth Humphrey, the daughter of Rev. Stephen Humphrey. In 1888, Miss Humphrey donated the land upon which the Mission Hall was built. In 1921, the Mission Hall was enlarged and moved to its present site on Massey Avenue and was re-named Humphrey Memorial in 1926.





3.0 Community Profile

A Tale of Two Churches

What happens when you amalgamate a small rural congregation steeped in community history, with a larger urban church serving the needs of a diverse membership? **Possibility!**

Introducing Visions United! Currently worshiping in a temporary location, Visions United is establishing a permanent home in the ever-growing north end of Moncton.

Our membership comes from varied backgrounds, from various communities throughout the Greater Moncton area, and has varied spiritual needs. You might ask why we'd decide to establish a presence in North Moncton. Good question! The answer is location, location, location!

God's work: Evolving at the speed of life!

An Environics survey (completed in 2010) shows that North Moncton is a rapidly growing residential community, particularly for people aged 25-54. Increasingly, services are setting up shop in that end of the city and there are other denominations and faiths nearby, but there is no United Church presence in the area.

We see ourselves tapping into the potential for God's work through outreach in our local community. **Our mission extends beyond traditional Sunday morning services. It reaches into our neighborhood with programs that align with the fast paced society we live in.**

We are:

- pursuing **spiritual development programs** to educate people about environmental and economic factors that affect our communities
- developing **different forms of worship**
- using our fundraising efforts as **social occasions** rather than for survival
- **aligning with the social values*** of the north end of Moncton and the Greater Moncton community.

**Please see the Environics Study for further explanation of social values and how we as a church deliver on them.*

Urban Services, Country "Feel" – <http://www.moncton.ca>

According to the 2010 Moncton Community Profile, Greater Moncton's population is more than 126,000. Greater Moncton (Moncton, city of Dieppe, and town of Riverview) provides the opportunities and services typical of large urban centres while offering the warmth, safety and personality usually experienced in a smaller town. **Monctonians enjoy a low cost of living and an excellent quality of life.** MoneySense Canada magazine (Moneysense.ca) ranked Moncton 11th on its 2011 list of the Top 50 places to live in Canada. Likewise, Moncton has been recognized by Readers Digest as the most polite and honest city in Canada. It's also been identified as one of Canada's best cities in which to retire by 50+ Magazine.

Moncton is a major transport and distribution centre but the economic base is diverse, including call centres, medical services, education and manufacturing.





Moncton is a bilingual community, offering education in both official languages (English and French) at the elementary, high school, college and university level. While the entire workforce is not bilingual, the majority of businesses offer service in French and English.

Here you can find: an international airport, bus and rail lines, several Farmer's markets, a thriving arts and culture scene, three public libraries, top sports facilities and programs, major convention facilities, prime golf courses, and two well-equipped hospitals.

“Bragging rights” for Moncton

The area has played host to **a number of international festivals and sports and recreation events** over the past few years including:

- the Northrop Frye International Literary Festival
- the Atlantic Nationals Car Show – with exhibitors from around the world
- the World Acadian Congress
- the Memorial Cup, the World Curling Championships and the World Junior Track and Field Championships

We've hosted everybody from the Pope to the Rolling Stones, Regis and Kelly to Deepak Chopra.

Moncton is home to such famous tourist attractions as the Tidal Bore and Magnetic Hill. Just short drives away are such world class natural attractions as Kouchibouquac National Park, the warmest beaches north of the Carolinas, Fundy National Park and the Hopewell Rocks.

What do you really want?

From walking trails along the outskirts, to an active downtown where the skyline isn't hidden by high-rises, **Moncton can go from calm and quaint to busy and business-like within a short 5-minute drive. Your choice!**

Your weekends can include a concert or festival, a bar-b-que or beach excursion. Want something different? Then head to the Farmer's Market, check out the local fare and feel the vibe and energy of the local musicians and artists – year round.

Your neighbors say good morning. Your paper gets delivered – and even your milk if you want it! Yes, it snows but who wouldn't like a snow day now and then? It is the Maritimes...

The point is; it's all here.

You don't have to choose between “go, go, go”, or “slow, slow, slow”. It's more like, “What am I up for today?”





4.0 Intertwining our congregations

Where Did We Come From? Where Are We Going?

The decision to amalgamate congregations was not easy for either Humphrey Memorial United or Stilesville United Church but it resulted in a new congregation, Visions United.

Both churches have a long history of service to their respective communities. Humphrey served an established urban neighborhood with numerous cultures and routinely experienced changes to its list of church adherents and members. Stilesville served a smaller, rural population where descendants of the original church builders still are found among its members.

The road less travelled, that led us to Visions United, has been a real “leap of faith.”

Humphrey’s journey started more than six years ago when they began to feel the effects of declining attendance, lack of youth and aging members. Recognizing that other churches may be struggling with similar challenges, Humphrey pursued the possibility of amalgamation with two other churches located in downtown Moncton. When that possibility was exhausted, Humphrey felt compelled to explore other possible solutions.

Sitting on the city’s edge, Stilesville has preserved that country feel, but in recent years found itself impacted and influenced by the happenings within the United Churches in Moncton. Not unlike many other churches, finances were becoming challenging. While many found that Stilesville offered that “quiet centre” in the midst of everyday city life, other families sought worship elsewhere, wanting more programming for themselves and their children.

It was the talk of amalgamation between the city churches that caused Stilesville to take notice. They got involved so as not to be blind-sided by a decision which could affect their congregation.

So began the journey...

The journey that resulted in the establishment of Visions United began with an interest by many churches to seek greater cooperation and partnerships among United Churches in the Greater Moncton area back in 2008/2009.

In April 2009, several congregations came together to identify opportunities. In May 2009, a facilitated meeting set the wheels in motion for a steering committee to be formed to explore possibilities.

Plenty of Coffee and Conversation sessions followed over the summer months.

In September 2009, the Presbytery Pastoral Relations/Pastoral Oversight committee called a meeting of the steering committee to get updates on progress.

By meeting’s end, the objective of greater cooperation and partnership had evolved to exploring the potential for a new combined congregation in North Moncton. Several church representatives agreed to go to their boards/councils recommending congregational meetings to discuss and vote on the creation of a joint committee that would be tasked with exploring what a new congregation might look like.





Due to the importance of the decision and its long term impact, town hall meetings were held with each congregation to allow for any questions and concerns prior to voting on the following motion regarding the possibility of a new single point pastoral charge:

“Moved... that a joint committee, comprised of members from participating congregations, be formed with the mandate to provide leadership in achieving the goal of forming a new single point pastoral charge.”

In November, four congregations voted 82% in favour of the creation of the joint committee. The Presbytery PR/PO committee met with the board/council chairs and the committee members to discuss the vote results, the name/role of the newly created committee, and future needs. This committee became known as the “Visions United” or “VU” Committee.

Next came the real work...

All congregations were invited to attend a workshop by the Rev. Rob Dalglish. At the workshop, small working groups – including a group of young adults, tried to define what a new church might do as part of its ministry to energize them and make worship more relevant.

Next, environics data was requested for the Northwest Area of Moncton, along with data for the areas currently served by the existing churches. The data was analyzed to determine the area’s main social values, and see if they were aligned with the information gathered from the first workshop.

In March 2010, two more workshops were held, including a youth session.

Town hall sessions at each church and round table discussions were held throughout the process to keep congregations up to date on the progress.

In June 2010, members of the VU committee attended the United Church Conference “More Franchises: A Second Cup,” where they acquired many ideas of how the emerging vision could be realized.

Fast forward to 2011. Through congregational voting, it became clear that two congregations were ready to move forward with Visions United. Committees began the work of preparing for the first worship, held May 1, 2011 in a temporary location.





5.0 Resources Profile

Currently there are two properties held in trust for the United Church of Canada: Humphrey Memorial at 95 Massey Avenue, and Stilesville United at 1270 Gorge Road.. The intention is that Humphrey Memorial property will be sold. The appraisal value is \$565,000 and Stilesville assessment is \$125,000. However, Stilesville will be kept on a trial basis for one year to determine if enough income can be generated through rentals and fund raising to maintain the building and contribute to the new congregation. Office space will be provided at Humphrey until the building is sold and then move to Stilesville until a decision on a permanent location is made.

With the amalgamation of Humphrey & Stilesville United Churches it was decided to move to a new location and pay rent.

We will worship temporarily at the First Church of the Nazarene at 21 Fieldcrest Drive.
At this location there is:

- Sanctuary seating 300
- Audio/visual capabilities
- Grand piano/organ/drums
- Fellowship Hall with kitchen facilities

We will continue to provide:

- Office/minister's study
- Lap top/printer/fax/photo copier
- Administration assistant for 13 hours per week

Until a Music Director is in place we have an abundance of members with musical talent on piano, keyboard ,flute, violin and guitar, children's chimes and bells, as well as senior choir and soloists .With the growth of our congregation we will add ministerial staff.

Custodial services are included at the rental site and volunteers at the office, currently at Humphrey.

Volunteers:

A strong volunteer base was evident in each congregation working at a variety of projects such as pancake breakfasts and outreach dinners for families in need in the Moncton area. A Christmas project for Mobile One - a local food kitchen - and a mitten and scarf tree were well supported. Sandwiches are made for Mobile One and distributed by the local food kitchen. Financial support has been given to Re-Connect and interventions given for people at risk .Assistance has been provided to Moncton Headstart, an early childhood intervention for low income families.

Many members are willing to participate in worship by reading, drama, and groups, such as U.C.W. as well as some individuals have conducted worship.

There are two active U.C.W. Units which we are anticipating will become one.





6.0 Position Description

Member of the Order of Ministry to fill a full-time vacancy

General Description: The minister for Visions United Church will have responsibility for the overall worship and spiritual life and growth of the church. The minister will provide leadership to the congregation of the church by adhering to its Mission Statement.

Areas of Responsibility:

Priority

- Congregational Development
- Worship preparation and delivery
- Pastoral care
- Administration

These four headings identify tasks in order of priority. The first two are weighted heavier than the last two. We feel congregational development can happen in various ways; through worship, visitation, community building, etc.

Worship

- Work with the Worship Committee to organize worship services
- Work with the organist/music director to coordinate hymns, special music, and the fostering of a music ministry
- Lead worship
- Conduct weddings, baptisms and funerals

Pastoral Care

- Assist in the planning and/or implementation of programs to address pastoral care needs
- Lead to a program that ensures regular visitation to hospitals, shut-ins and seniors
- Make other visitations as requested or as time permits
- Provide guidance and advice to congregation/committees as required
- Provide crisis care when needed
- Participate in projects that will contribute to the overall morale of the congregation

Christian Education/ Spiritual Development

- Assist in planning Christian education programs for youth and adults
- Assist in providing leadership to youth and adult study groups
- Encourage the congregation to become engaged in different groups and activities
- Develop and implement goals to deepen the congregation's faith experience

Outreach, Church and Community Involvement

- Provide theological direction, spiritual guidance and encourage participation in the planning and implementation of outreach programs
- Inform the congregation of new outreach opportunities locally, nationally and globally
- Participate in the work of Chignecto Presbytery, Maritime Conference and General Council
- Participate in local ecumenical activities





- Act as a liaison with other community based organizations

Administration

- Provide onsite support to other staff members and participate in coordinating the day to day activities of the church
- Attend committee meetings as required and requested
- Prepare bulletin or “worship outline”

Accountability

- Assume all ministerial responsibilities of Visions United Church in accordance with the mandate of the United Church of Canada in keeping with the policies of Chignecto Presbytery
- Will be aware that there is a Ministry and Personnel Committee of the Congregational Council, and that this committee is responsible for the annual review of all staff members

6.1 Skills Profile

Congregational Growth

- Assist in innovative ways to grow the congregation
- Create a spiritual climate for growth
- Assist with youth engagement
- Create a community of fellowship
- Assist and create new programs
- Be involved in the social/community activities
- Introduce new areas of outreach

Communication

- Open and transparent
- Ability and willingness to share, consult and direct the congregation
- Ability and willingness to listen and consider all opinions
- Ability to communicate with all age groups/leaders/members/staff in a team environment
- Bilingualism would be an asset

People Practices

- Ability to work with all age groups, respecting that all ages are equal and important partners in our congregation
- Ability to motivate the congregation and get them engaged
- Ability to be compassionate and understanding about the past
- be upbeat and positive towards the future
- Ability to appreciate our strengths and help us address our weaknesses
- Ability to accept constructive criticism if given in a loving, healthy manner
- Ability to have fun (sense of humor)
- An appreciation for the importance of visitation
- Ability to work in a team environment





Worship

- Ability to understand that secular need can lead to spiritual interaction
- Ability to relate scripture to everyday life and current events
- Ability and willingness to conduct intergenerational services
- Ability and willingness to incorporate music into church services/activities

Leadership

- Ability to provide guidance and oversight in a team environment
- Ability to contribute to a healing and sustaining congregation
- Ability to teach us how to be welcoming, how we can be a source of human contact to those who need it
- Ability to help us explore our uniqueness and foster in us an appreciation for our differences
- Ability to appreciate the many 'gifts' of the lay people and encourage them to use these gifts
- Ability to conduct conflict resolution and know when intervention is required
- Be open to and lead the congregation in trying 'new' things
- Ability to be willing to assist in adapting traditional worship and new forms of worship into a contemporary worship of our faith.
- Be an agent for change

Management

- Ability to share and delegate responsibilities appropriately
- Ability to manage time effectively
- Ability to guide the new congregation through the development of structure, programs, conflict, etc.
- Ability and willingness to embrace technology in support of all aspects of the congregation

Community

- Ability to help us understand what the United Church does in the real world and how our congregation can help to make the world a better place
- Willingness to become an active participant in community life
- Interest in social justice issues, both locally and in the wider world

6.2 Terms of Agreement

In general, the terms of agreement are according to the United Church Manual, and/or as summarized below:

Salary

Will be according to United Church Salary and Allowances Schedule for 2011/2012 up to and including Category "F"
Registration with ADP will be initiated.

Benefits

Will be paid as determined by the United Church of Canada, Federal and Provincial Governments.

Basic telephone and high speed internet will be provided.





Administrative assistant will be provided for 13 hours per week.

Reasonable moving costs will be paid.

Manse/Housing

A housing allowance will be paid in lieu of a manse.

Hours of work

The basic work week shall be comprised of 40 hours per week.

Vacation

Provision shall be made for a vacation of 1 month within each pastoral year, with dates determined in consultation with requisite committees, the Ministry and Personal Committee, and United Church policy. The month will include 5 Sundays.

Leaves

Compassionate, Bereavement, Sabbatical and Parental Leave in conjunction with the M&P Committee and United Church policy.

Continuing Education and Learning Resources

Continuing Education time is three weeks, including Sundays. Continuing Education/Book Allowance is \$1250.

Travel

Will be paid at the approved rate of the General Council





7.0 Recommendations

The Joint Needs Assessment Committee recommends:

1. That the Official Governing body and the Congregation of the Visions United Pastoral Charge approve this Needs Assessment document.
2. That Chignecto Presbytery declare a vacancy for the Visions United Pastoral Charge effective May 7, 2011 and constitute a Joint Search Committee to fill the declared full-time vacancy.
3. That Visions United form a standing committee for the purpose of meeting annually to update this report thus maintaining a current Needs Assessment on file.

